

EMPLOYMENT INTERVIEW ANALYSIS

| | | |
|------------------------|------------|--------------------------------|
| Leslie Jensen | | Position Applied for |
| Name of Applicant | B.S. music | working on machines in factory |
| Areas of Certification | Dental | |
| Name of Interviewer | 5/3/04 | |
| Date of this Interview | | |

| | 1 | 2 | 3 | 4 | |
|-----------------------------|--|--|--|--|--------|
| TRAITS | UNSATISFACTORY | SOME DEFICIENCIES EVIDENT | SATISFACTORY | EXCEPTIONAL | RATING |
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | <p>① Not necessary to a grade - to make some less meet stds</p> <p>② Assessment - skills - not knowledge - i.e. lit, comp, !</p> <p>Enables you to learn in short time</p> | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates Exhibits a thorough understanding | 3 |
| COMMENTS: | <p>③ Expect high quality in general - difficult</p> <p>expand - how would you do this? Ask the question -</p> <p>④ Est. respect, student input - ex, participation</p> <p>ownership</p> | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates Exhibits a thorough understanding | 3 |
| COMMENTS: | <p>⑤ Information learning, then research for the topic</p> <p>⑥ Content links in spirit, research, manner of topic, leadership skill</p> <p>⑦ - PowerPoint tech integrated into program.</p> | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|---|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| <p>COMMENTS: (8) Beginning the next program. Want to complete this - get into a gifted class.</p> <p>(9) Integrity - imp for the re - port / society responsible No!</p> <p>Confidentiality - true - Re Can Confide + feel comfortable.</p> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits Jewelry - 2 new people | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| <p>COMMENTS: (10) phone calls, letter, family fight, pre school situation Open Communication</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNIATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
| <p>COMMENTS:</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

20/1

20/24

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EMPLOYMENT INTERVIEW ANALYSIS

| | |
|---|------------------------|
| Leslie Jensen | Tchr. of Gifted |
| Name of Applicant | Position Applied for |
| Music K-12 - Working on M.S.D. (Gifted Education) - O-112 | Areas of Certification |
| J. Karns. | Name of Interviewer |
| 5/3/04 | Date of this Interview |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|---|--|--|---|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding | 3 |
| COMMENTS: 1. Use as a guide. 2. weak. | | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding | 3 |
| COMMENTS: 3. "High quality is expected" g. fed students have the tools - then G Tchr. job is to teach them how to expand the tools - Would continue the existing program? 4. Student participation - in developing classroom procedures, behavioral rubrics - used quite a few words to say very little. | | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding | 3 |
| COMMENTS: 5. Bloom Taxonomy Model - Had many different models @ her first tips use Bloom stages away from low end shoot for top end. 6. Reinforce creativity, leadership They are our future leaders 7. Weak answers | | | | | |

~~Based on responses from the interviewee~~

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|---|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| <p>COMMENTS: 8. Just beginning M.Ed. planning - wants to be certified in g. std. ed. - Adj't teaching @ local college.</p> <p>9.</p> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| <p>COMMENTS:</p> <p>10.</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNICATIION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| <p>COMMENTS: Did her h/w to fully understand the current Chllyge Ctr.</p> <p>10. phone calls, letters, family night etc.</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

14 12

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EMPLOYMENT INTERVIEW ANALYSIS

| | | | |
|------------------------|---------------|----------------------|--------|
| Name of Applicant | Leslie Jensen | Position Applied for | Gifted |
| Areas of Certification | Music | | |
| Name of Interviewer | Bl | | |
| Date of this Interview | 5/3/04 | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| <p>COMMENTS: ① answer to state call - quite off the mark to do -</p> <p>② ... gifted - more open ended</p> <p>- happens on my</p> <p>individual, group -</p> <p>weaknesses + strengths to build on.</p> | | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| <p>COMMENTS: ③ expect high quality overall - student to do exceptional work</p> <p>teacher job to expand the horizons</p> <p>motivate them to meet their potential to share publicly</p> <p>④ establish respect to create classroom - responsive for students</p> <p>+ set expectations, teacher created rubric</p> | | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| <p>COMMENTS: ⑤ Bloom's taxonomy; critical; teach for top 4 levels</p> <p>⑥ Critical thinking; freedom in response; creativity; deductive skills</p> <p>⑦ my weakness - kids live on power point; not music lab</p> | | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|--|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| COMMENTS: | | | | | |
| | <p>⑥ Master in gifted (online - 2 yrs left) certified + teach gifted;</p> <p>⑦ adjunct teaching @ college</p> <p>Integrity - rd cheating - teach to kids future leaders</p> <p>Confidentiality - files, scores</p> <p>Planar - New teachers work to have successful program.</p> | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| COMMENTS: These fine to process + organize answer asked to have greater clarified & repeated | | | | | |
| POISE/ PERSONALITY/ COMMUNICATIION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| <p>COMMENTS: Jan. resident; taught in Eastern Ohio (8 yrs) in 3 states</p> <p>John Wesley College - BS in music ed - Master in gifted Univ of Miami</p> <p>Marion Cancer Survivor K-4 music in younger projects</p> <p>Completed Chestnut original opera project taken for practice 1st portfolio</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

124

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EMPLOYMENT INTERVIEW ANALYSIS

| | | |
|------------------------|--|----------------------|
| Lolie Jensen | | Gifted |
| Name of Applicant | | Position Applied for |
| Areas of Certification | | |
| Hellen | | |
| Name of Interviewer | | |
| 5-3-04 | | |
| Date of this Interview | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: Guide - to follow - As you write Curriculum - Open ended - Individual, group, over-all - lets us know when for students are | | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: Encourage & Recognize - we expect high quality - expect them to meet the expectations - high I.Q. - Meeting their potential motivated to reach Potential - from the way students help create - Management System - establish Respect from the way students help create List of Rules - Students are responsible for their behaviors. | | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
| COMMENTS: Bloom's Taxonomy - is a pragmatic model - high to low end of lessons on curriculum - effective Models are supported by Bloom - Gracery - Stay away of the low end - Critical thinking skills Lots of freedom, Creativity - Leadership - Students are really interested to technology - explained some examples - Integral to the learning process. | | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|---|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring | Exceeds our expectations of average candidates. | 3 |
| COMMENTS: | <i>Certified and teach Gifted - Award teaching - Masters in Gifted -</i> | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| COMMENTS: | <i>Integrity - Goal Foundations from home - Needs to be defined by the students - Societies responsibility from curriculum Confidentiality - Students can disclose - files - Team Work - Big Project - 2 people new at the center - Textbook Knowledge - Between the two will have a successful program</i> | | | | |
| POISE/ PERSONALITY/ COMMUNICATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| COMMENTS: | <i>Musical here 3d - January - Town Wesleyan - Music Education Dept. Masters. players of Missouri - ON-line Music - at 454 - K-6 - Music at Prin - recommended Gifted Program - Jennings - Ashland - Missouri - 454 phone calls - letters - Parent night - let them know - Materials are always open</i> | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

18

124

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EMPLOYMENT INTERVIEW ANALYSIS

| | | |
|---|--|-----------------------------|
| <u>LESLIE JENSEN</u> | | <u>GIFTED</u> |
| Name of Applicant | | Position Applied for |
| <u>Music K-12 84% (Master of Music)</u> | | |
| Areas of Certification | | |
| <u>Nick Chayavich</u> | | |
| Name of Interviewer | | |
| <u>5/3/04</u> | | |
| Date of this Interview | | <u>Waiting Room Results</u> |

| | 1 | 2 | 3 | 4 | |
|-----------------------------|---|--|--|--|--------|
| TRAITS | UNSATISFACTORY | SOME DEFICIENCIES EVIDENT | SATISFACTORY | EXCEPTIONAL | RATING |
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
| COMMENTS: | | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
| COMMENTS: | | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
| COMMENTS: | | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|---|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 2 |
| COMMENTS: <i>may like admin or college teacher; later on.</i> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 3 |
| COMMENTS: | | | | | |
| POISE/ PERSONALITY/ COMMUNICATIION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 2 |
| COMMENTS: <i>Maintains status quo</i> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance /1 13 /24

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| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|--|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| COMMENTS: | <p>2 yrs to Masters - teach at college level</p> <p>integrity teamwork communicatively</p> | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| COMMENTS: | | | | | |
| POISE/ PERSONALITY/ COMMUNICATON SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| COMMENTS: | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

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20/24

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EMPLOYMENT INTERVIEW ANALYSIS

| | | | | | |
|------------------------|--|--|--|--|--|
| Name of Applicant | Leslie Jensen | | | | |
| Areas of Certification | Music Ed (3 states, 8 yrs. experience) | | | | |
| Name of Interviewer | Kurt Meidner | | | | |
| Date of this Interview | 5-3-04 | | | | |
| Position Applied for | Gifted Ed | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|-----------------------------|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | <p>Standards - use as a guide. Assessment - individual projects lets you know where students are.</p> <p>High Quality - expectations. Take from interest & expand upon, Teacher facilitator & motivator to reach std. potential.</p> | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | <p>Class Mgt. - establish respect - Standard input for rules/expectations</p> <p>Effective model - Bloom's Taxonomy, other models supported by Bloom.</p> <p>Methods of Instruction - Critical thinking skills, research based, menu of topics, creativity skills, leadership skills.</p> | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | <p>Technology - PowerPoint, Arts, use of Allegheny College.</p> | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|---|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| <p>COMMENTS: <i>Working on Masters in Gifted ed. Online Missouri 2 years left in program. Adjusting teaching at colleges in the area. Integrity - students can detect guidelines. Confidentiality - trust relationships, files correct. Communication - phone calls, letters. Family Night before School Starts.</i></p> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| <p>COMMENTS:</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNICATON SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
| <p>COMMENTS:</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 /1

20 /24

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EMPLOYMENT INTERVIEW ANALYSIS

| | | | | | |
|---|--|--|--|--|--|
| <p>Leslie Jensen</p> <p>Name of Applicant <u>Leslie Jensen</u> Position Applied for <u>10.14.07 - Early Position</u> <u>on-line</u></p> <p>Areas of Certification <u>MUSIC K-12</u> <u>Masters - Gifted</u> <u>Univ. of Missouri</u></p> <p><u>3. Good</u> <u>8 yrs teaching in 3 states - took PRAXIS</u></p> <p>Name of Interviewer <u>SS - 03 - 04</u></p> <p>Date of this Interview <u>05-03-04</u></p> | | | | | |
|---|--|--|--|--|--|

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|-----------------------------|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | Familiar with Ohio standards - use of to write curriculum | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | Expect high quality because of potential they have the tools - teach job to expand their tools in subject they are interested in (teach/program & structure) Motivate students to meet potential (teach/facilitate) | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | Critical thinking skills - ability to perform critical, creative & leadership skills Technology is integral | | | | |
| Model: | Blooms Tax model - Bracket model for writing, reading | | | | |

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|---|---|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| <p>COMMENTS: 2 yrs left in masters program, Adjunct prof at a college Integrity & talked around, social & responsibility Confidem. - Team Work - 2 for her, 3 phone calls, letters, open family right kept status quo</p> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 3 |
| <p>COMMENTS:</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNICATIION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| <p>COMMENTS:</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

18 /24

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EMPLOYMENT INTERVIEW ANALYSIS

Leslie Jensen

Name of Applicant

Elem. Gifted

Position Applied for

BA MUSIC — WORKING on MA Gifted

Areas of Certification

DAS

Name of Interviewer

5/2004

Date of this Interview

Principal encouraged getting Gifted cert.
8 yrs exp

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding | Meets our requirements for hiring. Exhibits an adequate understanding | Exceeds our expectations of average candidates. Exhibits a thorough understanding | 3 |
| <p>COMMENTS: I understand the importance of standards - nice guide to follow Assessment is different - in gifted, it is an open-ended system identify students</p> | | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
| <p>COMMENTS: They have the tools, my job is to expand their knowledge Motivate to do well Establish respect; their responsible for their behavior;</p> | | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding | Exceeds our expectations of average candidates. Exhibits a thorough understanding | 4 |
| <p>COMMENTS: Bloom's Taxonomy → it works & makes sense Critical thinking skills; research; reinforcing</p> | | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|---|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 5 |
| COMMENTS: | <p><u>2 yrs. to MA in Gifted</u> <u>Adjunct Teaching at College</u> <u>Ohio has 'County Coordinators'</u></p> | | <p>Integrity - ok Confident - ok Teamwork - 1.5 will have to work together</p> | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| COMMENTS: | | | | | |
| POISE/ PERSONALITY/ COMMUNICATIION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| COMMENTS: | <p><u>Phone calls, letters,</u> <u>Family night - open forum.</u> <u>No Change first yr.</u></p> | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance /119/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

| | |
|------------------------|---------------------------------|
| Leslie Jensen | |
| Name of Applicant | Position Applied for |
| BS music | working on machines in field of |
| Areas of Certification | |
| Orlando | |
| Name of Interviewer | |
| 5/3/04 | |
| Date of this Interview | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|-----------------------------|--|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | <p>(1) Receiving a grade - to make sure we meet stds</p> <p>(2) Assessment - gifts - int. goals - incl. resp. : Enables you to handle in a strong way</p> | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | <p>(3) Expect high quality in general - gifts</p> <p>- Card - how would you do this? Ask the question - Card is answer</p> <p>(4) Ent. project, student input - expectation Answered</p> | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | <p>(5) Is learning by doing, the reach for the top.</p> <p>(6) Current topics in spec', research, name of topics, leading by what</p> <p>(7) - Powerpoint - tech integrated into program.</p> | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|---|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| <p>COMMENTS: (8) Beginning the masters program. Want to complete this yet into a gifted class.</p> <p>(9) Integrity - imp for off. Rel - part of society responsible no!</p> <p>Confidentiality - trust - Rel Can Confid + feel comfortable.</p> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits Jewelry - 2 new people | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| <p>COMMENTS: (10) phone calls, letter, family info, pre school interview open communication</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNICATIION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
| <p>COMMENTS:</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

20/1

20/24

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EMPLOYMENT INTERVIEW ANALYSIS

| | |
|--|------------------------|
| Leslie Jensen | Tchr. of Gifted |
| Name of Applicant | Position Applied for |
| Mus. K-12 - Working on M.S.D. (Gifted Education) - On-hr | Areas of Certification |
| J. Karns | Name of Interviewer |
| 5/3/04 | Date of this Interview |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: 1. Use as a guide. 2. weak. | | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: 3. "High quality is expected" g.fed students have the tools - then G.Tchr. job is to teach them how to expand the tools - Would continue the existing program? 4. Student participation - in developing classroom procedures, behavioral rubrics - and quite a few words to say very little. | | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: 5. Bloom Taxonomy 11/02 - Had many different needs @ her finger tips use Bloom steps - very firm how and shoot for top end. Pictures. 6. Reinforce creativity, leadership "They are our future leaders". 7. West answers | | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|---|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| <p>COMMENTS: 8. Just beginning M. Ed program - wants to be certified in g. Ed. Adj. teaching @ local college.</p> <p>9.</p> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| <p>COMMENTS: 10.</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNICATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| <p>COMMENTS: 11. Did her h/w to totally understand the current challenge. Ctr. 10. phone calls, letters, fax, right etc.</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance ✓

14 124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

| | | | |
|------------------------|----------------------|----------------------|---------------|
| Name of Applicant | <u>Leslie Jensen</u> | Position Applied for | <u>Gifted</u> |
| Areas of Certification | <u>Music</u> | | |
| Name of Interviewer | <u>BL</u> | | |
| Date of this Interview | <u>5/3/04</u> | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| <p>COMMENTS: ① answer to state call - quite of what to do -</p> <p>② ... gifted - more open ended</p> <p>... higher on grip</p> <p>individual, group -</p> <p>weaknesses + strengths to build on.</p> | | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| <p>COMMENTS: ③ expect high quality oriented - student to do exceptional work</p> <p>to encourage to expand the tone</p> <p>allow them to meet their potential to share publicly</p> <p>④ establish respect to create classroom - responsible for determining</p> <p>expectances, teacher created metric</p> | | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| <p>COMMENTS: ⑤ Bloom's taxonomy; critical; teach for 3rd & 4th levels</p> <p>⑥ Critical-thinking; freedom in research; creativity, leadership skills,</p> <p>⑦ my weakness - kids love power point; not music lab</p> | | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|--|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| <p>COMMENTS:</p> <p>⑧ Master in gifted (online - 2 yrs left) certified & teach gifted; ⑨ adjunct teaching @ college Antigay - rd. history - teach to his future students Confidentiality - files, scores Research - New teachers work to have successful program.</p> <p>⑩ Plates, letters, family right before school starts open now to parents in studio portfolio</p> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| <p>COMMENTS: Think slow to process & organize answer tends to have greater clarity & respect</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNICATON SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| <p>COMMENTS: Jan. resident; taught in eastern Ohio (8 yrs) to 3rd graders Ohio Wesleyan College - BS in music ed - Master in gifted Univ of Illinois ovarian cancer survivor K-6 music & younger projects Cleft original opera project taken part in practice 1st public</p> <p>Carrie wrote in portfolio</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

ff-11

ff-124

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EMPLOYMENT INTERVIEW ANALYSIS

| | | |
|------------------------|----------------------|---------------|
| <u>Geli Jensen</u> | | <u>Gifted</u> |
| Name of Applicant | Position Applied for | |
| Areas of Certification | | |
| <u>Hellen</u> | | |
| Name of Interviewer | | |
| 5-3-04 | | |
| Date of this Interview | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--------------------------|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |

COMMENTS: Guide - to follow - As you write Curriculum -
Open ended - Individual, group, over-all - lets us know where
the students are

| | | | | | |
|---------------------------|---|--|--|--|---|
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
|---------------------------|---|--|--|--|---|

COMMENTS: Encourage & Recognize - we expect high Quality - expect them to meet the expectations - high I.Q. - Meeting their potential, motivated to reach Potential. - Management System - establish Respect from the way students help create. List of Rules - Students are responsible for their behaviors.

| | | | | | |
|-----------------------------|---|--|--|--|---|
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
|-----------------------------|---|--|--|--|---|

COMMENTS: Bloom's Taxonomy - is a pragmatic model - try to set up lessons on curriculum - effective Models are supported by Bloom - Creativity - Stay away of the low END - Critical thinking skills - lots of freedom, Creativity - Leadership - Students are really interested in technology - explained some examples - Integral to the learning process.

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|---|--|---|--|----------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring | Exceeds our expectations of average candidates. | 3 |
| COMMENTS: <i>Certified and teach Gifted & Talented teaching</i> | <i>MASTERS in Gifted</i> | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| COMMENTS: <i>Integrity - Good foundations from home - Needs to be defined by students - Societies responsibility found in curriculum</i> | <i>Confidentiality - Students can disclose - files -</i> | | | | |
| TEAM WORK - Big Project - 2 People New at the Center - Textbook Knowledge - Between the two will have a successful program | | | | | |
| POISE/ PERSONALITY/ COMMUNICATIION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| COMMENTS: <i>Moved here in January - Iowa Wesleyan - Music Education 8 yrs. Masters. degree of Missouri - On-line - Music - of 454 - K-6 - Music - 3 yrs - recommended Gifted Program - Jennings - Master's - Ashland - Missouri - 454 phone calls - letters - Parent night - let them know - Materials are always open</i> | | | | | 3 States |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

10

124

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EMPLOYMENT INTERVIEW ANALYSIS

| | | | |
|------------------------|--|----------------------|--------|
| Name of Applicant | LESLIE JENSEN | Position Applied for | GIFTED |
| Areas of Certification | Music K-12 89% (Master of Ed. U of Missouri) | | |
| Name of Interviewer | Niki Chayavansh | | |
| Date of this Interview | 5/3/04 | | |
| Interview Results | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--------------------------|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |

COMMENTS:

| | | | | | |
|---------------------------|---|--|--|--|---|
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
|---------------------------|---|--|--|--|---|

COMMENTS:

| | | | | | |
|-----------------------------|---|--|--|--|---|
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
|-----------------------------|---|--|--|--|---|

COMMENTS:

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|--|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring | Exceeds our expectations of average candidates. | 2 |
| COMMENTS: <i>may like admin or subject teach; better on .</i> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 3 |
| COMMENTS: | | | | | |
| POISE/ PERSONALITY/ COMMUNICATIION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 2 |
| COMMENTS: <i>mediocre, better now</i> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance /1

13 /24

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EMPLOYMENT INTERVIEW ANALYSIS

| | | | |
|------------------------|--|----------------------|------------|
| Name of Applicant | Karen Jamieson | Position Applied for | Elementary |
| Areas of Certification | Elementary / (Read Specialist) (Gr 7-12) - Reading, Maths 1264 - | | |
| Name of Interviewer | J. Karns. | | |
| Date of this Interview | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--------------------------|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 4 |

COMMENTS:

| | | | | | |
|---------------------------|---|--|--|--|---|
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 4 |
|---------------------------|---|--|--|--|---|

COMMENTS:

| | | | | | |
|-----------------------------|---|--|--|--|---|
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
|-----------------------------|---|--|--|--|---|

COMMENTS:

| | 1 | 2 | 3 | 4 | |
|--|--|--|---|--|--------|
| TRAITS | UNSATISFACTORY | SOME DEFICIENCIES EVIDENT | SATISFACTORY | EXCEPTIONAL | RATING |
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 4 |
| COMMENTS: | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| COMMENTS: | | | | | |
| POISE/ PERSONALITY/ COMMUNICATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
| COMMENTS: | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11/11

24/124

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EMPLOYMENT INTERVIEW ANALYSIS

| | | | | | |
|------------------------|----------------|--|----------------------|---|--|
| Name of Applicant | Karen Jamieson | | Position Applied for | ELC | |
| Areas of Certification | ELC K-6 | | SS - 7-12 | - Reading Specialist K-12 - Completed masters 12/04- - Reading * Full year Coordinator kind | |
| Name of Interviewer | Heller | | | | |
| Date of this Interview | 3-22-04 | | | | |

| TRAITS | 1 | 2 | 3 | 4 | RATING |
|-----------------------------|---|--|--|--|--------|
| | UNSATISFACTORY | SOME DEFICIENCIES EVIDENT | SATISFACTORY | EXCEPTIONAL | |
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | | | | | |

| | 1 | 2 | 3 | 4 | |
|---|--|--|---|--|--------|
| TRAITS | UNSATISFACTORY | SOME DEFICIENCIES EVIDENT | SATISFACTORY | EXCEPTIONAL | RATING |
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 4 |
| COMMENTS: | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| COMMENTS: | | | | | |
| POISE/ PERSONALITY/ COMMUNICATIION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
| COMMENTS: | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

+1 /1

22 /24

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EMPLOYMENT INTERVIEW ANALYSIS

| | | |
|------------------------|--|----------------------|
| <u>Karen Jamieson</u> | | Position Applied for |
| Name of Applicant | | |
| <u>Elem. Ed.</u> | | |
| Areas of Certification | | |
| Name of Interviewer: | | |
| <u>3-22-04</u> | | |
| Date of this Interview | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--------------------------|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |

COMMENTS: - Read aloud, shared Rdg. Materials, Ind. wrt. Based Rdg. - mentioned
 - St. Rdg /writ /list /spk /math /Sci /SS /Art /music

| | | | | | |
|---------------------------|---|--|--|--|---|
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
|---------------------------|---|--|--|--|---|

COMMENTS: - Diff. instruction, active engagement. Role model - tch. self discipline.
 - Individual learning levels, recognise for success.

| | | | | | |
|-----------------------------|---|--|--|--|---|
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
|-----------------------------|---|--|--|--|---|

COMMENTS: - Informal - used every day - observations - make adjustments.
 Formal - used to guide tch. + students learning. Self analytical.
 - Leveled Reading - spkng./list. across curriculum. + writing.

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|--|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| <p>COMMENTS:</p> <ul style="list-style-type: none"> - Just took praxis test for Rdg. / S.S. Currently working on Master's of Reading. Plans to go into curriculum design. - Teamwork - enhances my abilities, my students success, creates community. | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| <p>COMMENTS:</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNICATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
| <p>COMMENTS:</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 /1

18 /24
(19)

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

EMPLOYMENT INTERVIEW ANALYSIS

| | | | | | |
|---|------------------------------|--|--|--|--|
| Name of Applicant | Karen Jamieson | | | | |
| Areas of Certification | Elementary K-8 | | | | |
| Name of Interviewer | Alphonse | | | | |
| Date of this Interview | 3/22/04 | | | | |
| Position Applied for | Reading Specialist / SS 7-12 | | | | |
| K-12 just for practice (1st year grade) | | | | | |
| Completed Masters in Recd@Ed. Dec 04 | | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: Objectives → to master State Stds + <i>are in real life</i> — <i>grades lessons</i> <i>what students need to work on</i> <i>daily assess + unit</i> | | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: <i>group students together - peer; ready area, community gathering</i> <i>high expectations based on students' ability</i> | | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: <i>R+W in everything; S+L integrated into everything</i> <i>Conversations while learning</i> <i>take in, process + put out</i> <i>fair + evenhanded</i> <i>accommodates as needed - teach to individual abilities</i> | | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|--|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| <p>COMMENTS:</p> <p>grew up on farm - 1st HS + college grad essential for success + pass on to students in + way newsletters depending on grade level for pregnancy</p> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| <p>COMMENTS:</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNICATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
| <p>COMMENTS: Nath Clavin Jr/Sr Hi - 8th grad reading 4th-12th grade gifted (37) IEP 450 students part time position 1 yr K-6 Coop Elem ; Subbed in CGSD 3 mos Library Gd 1 and 3 mos Read Spec managed a restaurant</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance 1 / 1

20 / 24

21

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

| | |
|--|----------------------|
| <i>Flora Johnson</i> | |
| Name of Applicant | Position Applied for |
| <i>Ed Ed (steps in Reading 180 St. . works w/ gifted</i> | |
| Areas of Certification | |
| Name of Interviewer | |
| Date of this Interview | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|-----------------------------|--|--|--|--|----------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | <i>3</i> |
| COMMENTS: | <i>Bad literacy - read aloud, shared reading, writing across curriculum Reading, writing, speaking listening. math 3rd grade St.</i> | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | <i>3</i> |
| COMMENTS: | <i>Engage learners - self discipline adapt to individual learning levels</i> | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | <i>2</i> |
| COMMENTS: | <i>Informed... know differences formal... reassess myself if students not successful Students read at their level.</i> | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|--|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| COMMENTS: <i>grades or Reading / Curriculum & Instruction Integrity - doing your best, ethics Confidentiality - Teamwork - ok.</i> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| COMMENTS: | | | | | |
| POISE/ PERSONALITY/ COMMUNICATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
| COMMENTS: | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance F 1 /1
19/124
20/124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

| | |
|--|----------------------|
| <i>Karen Jamison</i> | |
| Name of Applicant | Position Applied for |
| <i>Elem Ed., Reading Specialist - 5th - 12th</i> | |
| Areas of Certification | |
| <i>Team B.</i> | |
| Name of Interviewer | |
| <i>Mar 22</i> | |
| Date of this Interview | |

| TRAITS | 1 | 2 | 3 | 4 | RATING |
|--------------------------|---|--|--|--|----------|
| | UNSATISFACTORY | SOME DEFICIENCIES EVIDENT | SATISFACTORY | EXCEPTIONAL | |
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | <i>3</i> |

COMMENTS:

(1) Bil. lit - all aspects. time to be actively involved had all the components.
 (2) Read, W. S, L, math, Soc - S.S, art, music.

| | | | | | |
|---------------------------|---|--|--|--|----------|
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | <i>3</i> |
|---------------------------|---|--|--|--|----------|

COMMENTS:

(3) Discipline - has actively engaged - off task
 (4) Self discipline - model appropriate behavior.
 (4) Read to their learning levels, recognize process for off task

| | | | | | |
|-----------------------------|---|--|--|--|----------|
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | <i>3</i> |
|-----------------------------|---|--|--|--|----------|

COMMENTS:

(5) Inform - off - regular, will be more
 Form - use to reassess myself, reflect if own assessment
 (6) Read at level, strengthen improve, maintain up + listening
 - conversation, telephone writing.

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|--|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |
| <p>COMMENTS:</p> <p>① P.D - Working on reading materials - plan to do Curr. design - Enrich met plan.</p> <p>② Integrity - Confiditl with who you are bz - feel you are being Conf - responsibility to not share info Teamwork - enhance abilities as a teacher to students success</p> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 3 |
| <p>COMMENTS:</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNIATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| <p>COMMENTS:</p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

18 / 24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

| | | | |
|------------------------|--------------------------------------|----------|--|
| Karen Jamieson | | | |
| Name of Applicant | Position Applied for | | |
| El. Ed | Paris | SS & Rdg | |
| Areas of Certification | | | |
| Team B | | | |
| Name of Interviewer | | | |
| 03/22/04 | | | |
| Date of this Interview | 8th Gr Rdg & Gifted 7-12 North Clark | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--------------------------|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |

COMMENTS: Engaged in all content areas - enough time.
Prepared Sound, Independent

Rural Math, Science, SS, Art Music

| | | | | | |
|---------------------------|---|--|--|--|---|
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
|---------------------------|---|--|--|--|---|

COMMENTS: Engaged in act - Self discipline - Community type Model - reiterate -
teach to learning levels
rec. for success

| | | | | | |
|-----------------------------|---|--|--|--|---|
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 2 |
|-----------------------------|---|--|--|--|---|

COMMENTS: Informal
Formal - guide to & gauge student learning }
reassess self & reteach }
Guides instr. self
Rdg strategies / Speaking & listening incorporated
Learning is a conversation
Integrate writing

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---------------------|-----------------------|--------------------------------|------------------------------------|---|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |

COMMENTS: Praxis in Rdg & SS - Masters in Rdg
 Curriculum Design
 Writing a Schoolwide Enrichment program for NC
 Integrity - do the right thing → ethical
 CTR +

| | | | | |
|--------------------|--|---|---|--|
| Team Work | enhances abilities creates a community | enhances success in learning | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. |

COMMENTS:

| | | | | | |
|---|--|--|---|--|---|
| POISE/ PERSONALITY/ COMMUNIATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
|---|--|--|---|--|---|

COMMENTS:

Previous long-term experience in the district (90 days in same position) with satisfactory performance 1 /1

17/24

18

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

| | |
|---|----------------------|
| Name of Applicant <u>Karen Jamieson</u> complete -12/04 | Position Applied for |
| Areas of Certification <u>K-8 + Rdg. Spec? + Soc. St. 7-12</u> | |
| Name of Interviewer <u>3.22.04</u> | |
| Date of this Interview | |

North Clarion - Rdg. - Gifted - Sr. High

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--------------------------|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 4 |

COMMENTS: *all obj. are driven by standards
make the lessons realistic
assess. guides lesson planning - student/teacher
informal assessments*

| | | | | | |
|---------------------------|---|--|--|--|---|
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 4 |
|---------------------------|---|--|--|--|---|

COMMENTS: *small groups, centers,
area to gather as a "community"
Encourage high quality with high expectation at different levels*

| | | | | | |
|-----------------------------|---|--|--|--|---|
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 4 |
|-----------------------------|---|--|--|--|---|

COMMENTS: *Reading & Writing -
speak - learn by conversations
listening is part of it too
understanding
Scaffolding* ; *Fair - everyone gets what they need.
Teach to individual ability*

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|--|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 4 |
| <p>COMMENTS: <i>Small form - 1st to graduate HS, college we essential to success in life</i></p> | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| <p>COMMENTS:</p> | | | | | |
| POISE/ PERSONALITY/ COMMUNIATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 3 |
| <p>COMMENTS: <i>weekly - bi weekly - middle high use of team in school.</i></p> | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

+ 1 /1

24/124

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- I fall you know it is correct. -

EMPLOYMENT INTERVIEW ANALYSIS

| | | | |
|------------------------|---|----------------------|------------|
| Name of Applicant | Karen Janeson | Position Applied For | Elementary |
| Areas of Certification | Elementary / (Read Specialist) (Sr 7-12) - Reading, Math, 12/64 - | | |
| Name of Interviewer | J. Karns. | | |
| Date of this Interview | | | |

| TRAITS | 1 | 2 | 3 | 4 | RATING |
|--------------------------|---|--|--|--|--------|
| | UNSATISFACTORY | SOME DEFICIENCIES EVIDENT | SATISFACTORY | EXCEPTIONAL | |
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 4 |

COMMENTS:

| | | | | | |
|---------------------------|---|--|--|--|---|
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 4 |
|---------------------------|---|--|--|--|---|

COMMENTS:

| | | | | | |
|-----------------------------|---|--|--|--|---|
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
|-----------------------------|---|--|--|--|---|

COMMENTS:

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---|--|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 4 |
| COMMENTS: | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| COMMENTS: | | | | | |
| POISE/ PERSONALITY/ COMMUNICATON SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
| COMMENTS: | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11/1

24/24

24

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EMPLOYMENT INTERVIEW ANALYSIS

| | | | | | |
|------------------------|----------------|--|----------------------------------|---------------------------|-------|
| Name of Applicant | Karen Janieson | | Position Applied for | ELA - Sociology | |
| Areas of Certification | Elem K-6 | | SS - 7-12 | - Reading Specialist K-12 | |
| | | | - Completed masters 12/04 - | | |
| | | | - Reading - Full year Coach to - | | Kind. |
| Name of Interviewer | Heller | | | | |
| Date of this Interview | 3-22-04 | | | | |

| TRAITS | 1 | 2 | 3 | 4 | RATING |
|-----------------------------|---|--|--|--|--------|
| | UNSATISFACTORY | SOME DEFICIENCIES EVIDENT | SATISFACTORY | EXCEPTIONAL | |
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | | | | | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|--|---|--|---|--|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 4 |
| COMMENTS: | | | | | |
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
| COMMENTS: | | | | | |
| POISE/ PERSONALITY/ COMMUNICATION SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
| COMMENTS: | | | | | |

Previous long-term experience in the district (90 days in same position) with satisfactory performance

+1 /1

22 /24

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EMPLOYMENT INTERVIEW ANALYSIS

| | | |
|------------------------|--|----------------------|
| Karen Jamieson | | Position Applied for |
| Name of Applicant | | |
| Elem. Ed. | | |
| Areas of Certification | | |
| Name of Interviewer | | |
| 3-22-04 | | |
| Date of this Interview | | |

| TRAITS | 1 | 2 | 3 | 4 | RATING |
|--------------------------|---|--|--|---|--------|
| | UNSATISFACTORY | SOME DEFICIENCIES EVIDENT | SATISFACTORY | EXCEPTIONAL | |
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding | 3 |

COMMENTS: - Read aloud, shared Rdg. Tchr. r/w/s, Ind. r/w. Guided Rdg. - mentioned
 - St. Rdg /r/w/t/lst/spk/math/Sci/SS/art/music

| | | | | | |
|---------------------------|---|--|--|---|-----|
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding | 3 2 |
|---------------------------|---|--|--|---|-----|

COMMENTS: - Diff. instruction, active engagement. Role Model - tch, self discipline.
 - Individual learning levels, recognise for success.

| | | | | | |
|-----------------------------|---|--|--|---|-----|
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding | 3 2 |
|-----------------------------|---|--|--|---|-----|

COMMENTS: - Informal - used every day - observations - make adjustments.
 Formal - used to guide tch. & students learning. Self analytical.
 - Leveled Reading - spkg./lst. across curriculum. & writing,

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|---------------------|-----------------------|--------------------------------|------------------------------------|---|--------|
| IV. PROFESSIONALISM | No knowledge evident. | Less than we would prefer. | Meets our requirements for hiring. | Exceeds our expectations of average candidates. | 3 |

COMMENTS:

- Just took praxis test for Rdg. / S.S.
Currently working on Master's of Reading.
Plans to go into curriculum design.

Conf - Responsibility
not to save
specific info.
Integ - Do the right thing
Accepted, ethical

- Teamwork - enhances my abilities, my students success, creates community.

| | | | | | |
|--------------------|--|---|---|--|---|
| APPEARANCE/ HABITS | Very sloppy in appearance or unacceptable personal habits. | Dress or grooming less than satisfactory or some offensive personal habits. | Properly dressed and groomed. Few poor personal habits. | Very well groomed and professionally dressed. No offensive habits. | 4 |
|--------------------|--|---|---|--|---|

COMMENTS:

| | | | | | |
|---|--|--|---|--|---|
| POISE/ PERSONALITY/ COMMUNICATON SKILLS | Extremely distracted or confusing with poor grammar. | Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas. | Appropriate poise and personality needed to perform job. Adequate ability to communicate. | Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. | 4 |
|---|--|--|---|--|---|

COMMENTS:

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

18 / 24
(19)

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

EMPLOYMENT INTERVIEW ANALYSIS

| | |
|---|--|
| Name of Applicant <u>Karen Jamieson</u> | Position Applied for <u>Elementary</u> |
| Areas of Certification <u>Elementary K-8</u> | Reading Specalist 1SS 7-12 K-12 just took practice (1st week April) |
| Name of Interviewer <u>Alchison</u> | Completed Master in Rec'd & Ed. Dec 04 |
| Date of this Interview <u>3/22/04</u> | |

| TRAITS | 1 UNSATISFACTORY | 2 SOME DEFICIENCIES EVIDENT | 3 SATISFACTORY | 4 EXCEPTIONAL | RATING |
|-----------------------------|---|--|--|--|--------|
| I. PLANNING/ PREPARATION | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | <p>Objectives → to master State Stds + are in real life</p> <p>— Judes lessons what students need to work on daily assess + unit</p> | | | | |
| II. CLASSROOM ENVIRONMENT | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | <p>group students together - peer; ready area, community gathering</p> <p>high expectation based on students' ability</p> | | | | |
| III. INSTRUCTIONAL DELIVERY | No knowledge evident. Exhibits a minimal understanding. | Less than we would prefer. Exhibits a limited understanding. | Meets our requirements for hiring. Exhibits an adequate understanding. | Exceeds our expectations of average candidates. Exhibits a thorough understanding. | 3 |
| COMMENTS: | <p>R + W in everything; S + L integrated into everything</p> <p>Conversations while learning take in, process + put out</p> <p>Fair to everyone same accommodates as needed - teach to individual abilities</p> | | | | |